

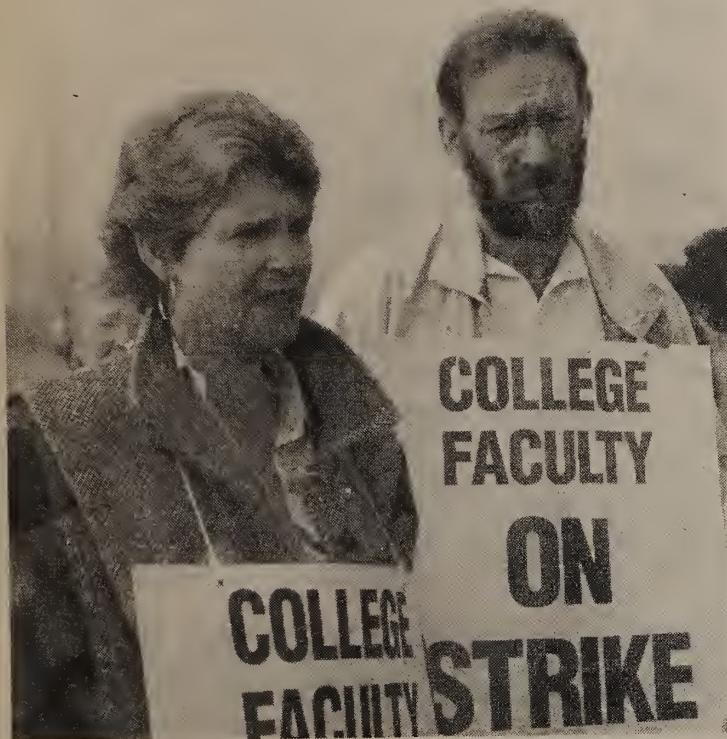
# SPOKE

Conestoga College, Monday, November 6, 1989

Beaver Foods were forced to lay off several employees because of the faculty strike. More on page 3.

Broadcasting students are working on a new television variety show starring Metal Mike. More on page 5.

## Local MPP speaks up for striking faculty



Academic support worker Sally Harper and co-ordinator of academic support staff Steve Garbatt listen intently to local MPP Mike Farnan.

(Photo by John Freitas/Spoke)

John Freitas

Cambridge MPP Mike Farnan spoke at a faculty strike rally at Conestoga's Cambridge campus Oct. 25, promising to be as persuasive as possible in representing the justice of their cause to the provincial government.

"The ball will be in the government's hands," Farnan told striking faculty. "When they resolve this issue, it will be a reflection of the value they put on your service," Farnan said.

He told the gathering of approximately 13 teachers and students from various campuses that something had to be "radically wrong", when professional educators find it necessary to take strike action.

Minister of Colleges and Univer-

sities Sean Conway said he will not intervene in the current contract dispute and has left it to administration and faculty to resolve their differences.

Farnan, however, said the government has a role at the bargaining table, since it is responsible for funding colleges.

He told teachers they are the key to the future of Canada's competitiveness in a "world economy that is becoming more competitive."

"The way we're going to be at the (technological) forefront in the next century is through our community colleges and universities," he said. "It's no good saying we're going to be at the forefront if you don't invest in the vehicle that will get you there."

Farnan said there are some simple things that can be done to

resolve the issue.

"I think the first thing that has to be done to resolve this issue is to respect you for what you are - professional educators," he said. "You can't say to people we respect the job you're doing but take away their job security. Of course we want new people coming into the system, but you must respect experience."

Farnan said he doesn't think it is unreasonable that college teachers be paid at least the equivalent of teachers in elementary and secondary schools.

Reflecting on his 23 years as an educator, Farnan said he believes the educators' and teachers' hearts are inside with their students.

"You want to get on with the job that you were trained to do and that you can do very well," he said.

## Conestoga plans co-op programs

By Brian Shypula

Conestoga College could have co-operative education programs in place by September, 1990.

The college is seeking \$200,000 in funding over four years from the department of skills development, which is operated by the Ministry of Employment and Immigration, said Sharon Keogh, a member of the co-operative education planning committee. The application must be in by Jan. 31, 1990.

The money will be used to implement four co-op programs. Potentially, the programs are:

- a conversion of one third of the current woodworking technician program to co-op
- the addition of a broadcast systems program to electronic engineering technology
- the introduction of a robotics and automation program to mechanical engineering technology
- the conversion of the food and beverage management program at Waterloo campus to co-op.

There will be 30 to 40 students in each of the programs.

Keogh said the college is in the process of gathering information to back their application for funding. She explained the college has already canvassed 500 companies in the wood skills field and 200 in the broadcast industry. They have mailed surveys asking questions about skills that need to be developed in co-op programs and

companies' willingness to hire co-op students both during and after their education.

With the growth of co-op education in the high schools, it was natural for Conestoga to include such programs in their curriculum, said Keogh.

Presently, seventeen of the 22 Ontario community colleges run co-op programs.

"We recognize co-op as a very viable form of education," said Keogh. "It is beneficial to students as well as the college itself."

Benefits to students include experience in the workplace that cannot be duplicated in college labs. The college will benefit through strengthened ties with the business community, which could bring about a better exchange of information and equipment to keep the co-op education current.

Keogh said Conestoga's move towards co-op has been encouraged by college president John Tibbits. "He's a firm believer in co-op," she said.

No information about the co-op programs is included in this year's course calendar, although one of the college's new publications mentions it.

After the four years of government funding, the college will have to pay for the co-op programs itself, said Keogh. The college could seek corporate donations however, in order to help pay for the programs, she added.



Chris Duncan of CKCO-TV News interviews Jay Moszynski during the faculty strike.

(Photo by Alan Elliott/Spoke)

## 150 pickets gather at Doon

By Alan Elliott

Striking Conestoga College faculty members from the Guelph, Waterloo, Doon and Cambridge campuses converged at Doon Oct. 30 in an attempt to raise the profile of their cause.

The Guelph campus was the target of a similar rally the following day.

About 150 pickets gathered at the Doon parking lot entrances to hand out pamphlets outlining strike issues to drivers as they arrived.

"We want to ensure management understands that we're in this together," said Jay Moszynski, a

Doon local union steward.

Faculty is concerned about the future of their students and they want this message to filter through administration to the Council of Regents, the governing body of Ontario Colleges, said Moszynski. "This is our second strike in five years. The reputation of the college system is at stake."

Moszynski said he fears students in high school who are making plans for their post-secondary education may avoid colleges, since if the disruption extends the school year, students could pay more rent and lose out on employment opportunities.

Moszynski said he was pleased with the turnout and added that, although the 54 per cent vote to strike may seem weak, the mandate and the feeling for the cause were strong considering the teachers' non-militant labor philosophy.

Mark Young, an applied arts teacher, said that the quality of personnel colleges can attract is at issue, since the college is competing with other institutions and industry.

"Most of my friends in sales or marketing would take a substantial drop in pay to teach that kind of thing here."

# OPINION

## SPOKE

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### Jim Bakker burns himself in scandal

By Sharon Slater

He left the courtroom in leg irons and handcuffs on his way to a federal prison in Alabama. The man is Jim Bakker, a money-grubbing preacher who, in my opinion, got what he deserved.

He received a 45-year prison sentence and a fine of \$500,000 on 24 fraud and conspiracy counts.

Bakker was allowed so much freedom and power, he manipulated his followers and became his own Almighty God.

Did his followers allow themselves to be possessed by so much power or did he take advantage of their weaknesses and made those weaknesses his strength? His constant manipulation of many people and their money brought the jail sentence that he deserved.

The presiding judge said he had to hand down a harsh sentence because of the numerous people who had written, threatening they would do anything to prevent Bakker from going to prison. The judge knew prison would be the only way to stop Bakker from using television and the mail to raise more money.

As if his involvement in a sex scandal were not bad enough, Bakker also managed to defraud more than \$158-million from the PTL. More than \$3.7-million, this money was used to buy luxurious homes, fancy cars, jewelry, and expensive vacations. He also wasted a ridiculous sum of money remodelling his dog house, which included air conditioning and water beds.

Bakker could be eligible for parole in 10 years. That is a scary thought because there are so many naive people who are easily manipulated by Bakker. Until then, it's good to know justice has been served, even if only a little bit.

It's business as usual at Spoke during the strike.

We're still accepting letters to the editor; please include your name and program.

## Rotting pumpkins, empty classrooms, and a new editor



By Andrea Buckley

The autumn leaves have just about all fallen, Hallowe'en pumpkins lie smashed and rotting in the gutters, thousands of elves at the north pole have started hammering together red wagons and still the teachers do not have a contract.

I wouldn't be so annoyed if there was at least some action, but this is the wimpiest strike I've ever heard of.

For one thing, where are the pickets? I've been driving into the Doon campus faithfully every morning, and haven't seen more than four teachers shuffling along the roadside at a time. I have even tried varying my time of arrival to see if more might show up later. It's

still the same. Not too many out there supporting their cause.

In a recent television news story on the strike, CKCO-TV, a local station, found it necessary to go to Mohawk College in Hamilton to film footage. Nothing was going on at Conestoga. There weren't enough pickets to make an exciting news story. I know from attempting to take pictures of teachers with signs held in front of their faces for Spoke that they're either shy or too chicken to stand up for what they want.

While crossing the picket line, I haven't been spit on, my car hasn't been kicked and nobody has even made obscene gestures. So why the extra security guards? They don't even have parking violations to write up since the strike solved the parking problem.

Wandering through the halls of the college is like visiting a morgue. The college radio station, CXLR, has stopped broadcasting. Intramural events have been cancelled. Student association events have been postponed.

What's going on? We're letting this thing screw up our entire school year — academically, socially, and in some cases, psychologically.

It's true that teachers cannot step on the property, let alone instruct courses, but that's no reason for students to abandon the place. All of these cancelled events can take place without faculty, but the lack of participating students is the problem.

On Oct. 18, over 2,000 concerned college students sat on the doorstep at Queen's Park to show their concern and anger with the strike. Where are those students now? Some have jobs, some are taking holidays and some probably haven't crawled out of bed since Oct. 18.

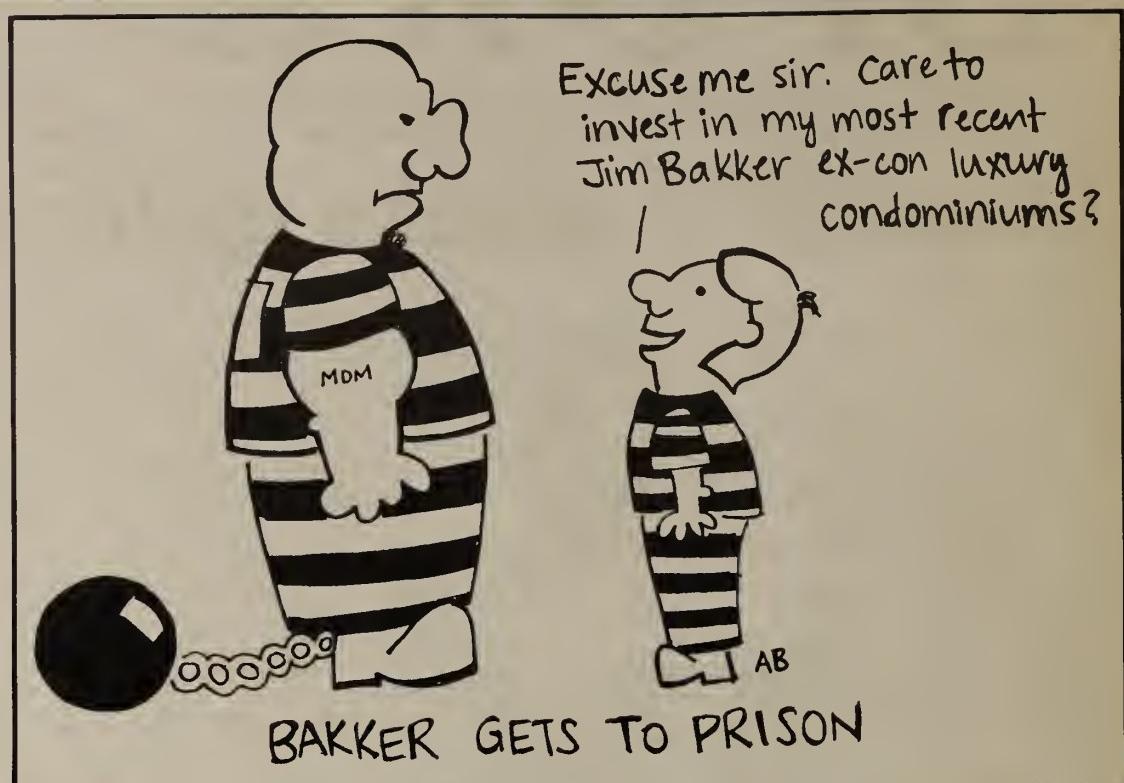
Let's go, fellow students. Get in here and start showing people that you're tired of the strike and would like to get an education.

Let's go, faculty. Wave those signs at the television cameras and show them you deserve what you're asking for.

And finally, let's go, union and management reps. Get to the bargaining table and agree on something. This is really getting quite boring.

Surprise! You won't be seeing Andy around Spoke anymore, but hopefully he's taught me enough that I can take over his job without any lawsuits being dropped on my desk. I've always wanted to change the world with my editorials but somehow I don't think Spoke is the right place to do it.

I will, however, try my best to keep students and staff informed. It's important for everybody to be aware of what whirls around Conestoga's campuses. Controversial issues, new courses, record-breaking events and great gossip are all part of college life, and with a great bunch of Spokers on staff, I'll try to keep it interesting too. As long as you keep reading, we'll keep writing.



## YOU TELL US:

Do you think the faculty deserves to be on a pay scale between high school teachers and university professors?



Yes, they deserve it if we want quality education.  
**Frank Heinrich**  
 Second-year law and security administration



Sounds logical  
**Tim Lane**  
 First-year graphics



I think what they have offered is fair.  
**Carolyn Harrison**  
 Law and security administration instructor



No, the teachers don't work as many hours so why should they be paid on that level?  
**Karlene Mears**  
**Martin Cinzar**  
**Marni Bozek**  
 Third-year design



Yes, they do. They give their time willingly to students.  
**Kim Poirier**  
 Second-year nursing



It depends what they are teaching, but they should get more than high school teachers.  
**Henry Daza**  
 Third-year electronics

## LETTER TO THE EDITOR

Mr. Editor:

I realize this letter is not directly related to any current political affair as most printed letters seem to have been in recent months. However, this is, in my mind, a summary of the thoughts of many people in southern Ontario.

I, as a self-assumed member of the moral majority, would like to congratulate police forces across Southern Ontario for assisting the public to understand the importance of fastening their seatbelts. While commuting from Burlington to Guelph on Oct. 4, I found myself being drawn to the shoulder of the road by the seemingly ever-present long arm of the law. To my surprise, the officer was an active participant in operation "Seat Belt Awareness Month."

I appreciate the fact that I do live in Canada, and along with this privilege, have accepted the responsibility of living by the law of the land. In my opinion, the only problem with the laws of this land is the somewhat unbalanced importance given to some areas of law over others. I have by neglecting to use my seat belt, committed an offence under the Highway

Traffic Act and been invited to render the sum of \$53.75 to the proper authorities. For the privilege of living in this country, I would gladly pay the fine if only I could believe that the worst societal problem in Ontario today is the fact that some drivers and passengers are not habitually wearing their seat belts. I honestly think, after watching nightly news and reading local papers that theft, drugs, and government corruption are far more ominous problems than the relatively few people who choose not to buckle up.

To the five or six officers involved in the seat belt spot check located in Lowville, Ont.: I would like to extend an extra degree of praise. Since Oct. 4, I have had a feeling of incredible security while working in Burlington through knowing that the most important law being broken in the area is "failure to wear complete seat belt assembly."

**Tom Doyle,**

Criminal at large

Electrician apprentice program

## Strike hotline answers students' questions

By Andrea Buckley

A telephone hotline set up for the duration of the faculty strike answered 177 calls the first day, and 483 total by Oct. 24, according to John Sawicki, information services manager.

The idea for the hotline, which operates on one of Conestoga College's outside lines, dates back to the 1984 strike. Sawicki said it was used as a communications outlet for students and concerned members of the public.

"There are a lot of half truths and rumors. Since the strike is province wide, there's not a lot of information going around now. We're acting as a voice to talk to."

During the first three days of the strike, the service operated 10 hours a day. Lately, the hours have been cut back, but Sawicki expects calls to pick up if the strike goes into its third week.

"But I was the guy who predicted

the Yankees would do well this year," he added.

To keep information up to date, Sawicki has compiled a reference binder for the operators. He updates the binder every 24 hours after talking to his key college contacts.

Sawicki explained the questions have become more complex as the strike has progressed, and there will always be inquiries that cannot be answered. But, by updating the reference file, he is confident that "the more detailed questions we get, the more detailed information we'll have."

He added the operators have stressed to students to continue using the college's computer, learning resource, recreational, and student services facilities.

Sawicki said the most frustrating thing is he has no control over the strike. "We're just waiting for progress, waiting for the light at the end of the tunnel."

## Negotiations resume in strike

By Alan Elliott

As the strike involving 8,800 Ontario college faculty members entered its third week, mediator Terry Mancini called the two sides back for a new round of bargaining Nov. 2.

Talks broke off Oct. 17 when Mancini withdrew saying the positions were too far apart. The main issues are job security, proposed changes to the paid sick-leave plan and salary, with the college offering six per cent in each year of the two-year contract and the union asking 10 per cent in the first year.

While neither side reported a substantial change in position, Cindy Hazell, vice-chairperson of the college bargaining unit, said Mancini indicated that he hoped a two-week break might help bring the teams closer.

Bart Wesseling, of the union negotiating team, said that unless Minister of Colleges and Universities Sean Conway comes up with an improvement on the last offer, he is doubtful an agreement will be reached and that the government would be forced to step in.

The disagreement over paid sick leave has the union insisting the plan remain untouched, allowing faculty to accumulate unused sick days and receive a cash payout of up to a half year's salary upon retirement. The colleges have proposed a plan for new employees in which sick days would not be accumulative.

Hazell said the sick-leave plan is a number one priority for management and they have expressed intent in past contracts to alter it.

Wesseling said changes to the plan open the possibility in future contracts that, as the proportion of

## Government interference causes more strikes: Cruden

By Alan Elliott

The chairman of the Ontario community colleges' bargaining committee claims the union urged a faculty strike vote, assuming they would be rescued from a lengthy walkout by back-to-work legislation.

Bill Cruden said the union convinced members the mandate would help them gain leverage in the dispute and figured the provincial government would intervene, as in the 1984 strike when they were back in the classroom in 3 1/2 weeks.

Cruden said government interference in the system of two-party

bargaining only encourages a false sense of security and more strikes.

The Ontario Public Service Employees Union and opposition critics have pointed to the Peterson government's underfunding of education as the issue in the strike, but Cruden said it isn't.

"In spite of limited funding," Cruden said, the colleges "have made a fair and equitable offer."

The colleges' last offer was a six per cent increase in each year of the two-year contract with the teachers asking for 10 per cent in the first year, improved job security and retention of the current sick-leave plan.

On Oct. 26 Toronto faculty members demonstrated outside the of-

fice of Charles Pascal, president of the Council of Regents, which governs the colleges, to voice their grievances over underfunding.

Jay Moszynski, a Doon local union steward, said the provincial government has let the teachers down. The issue involves three parties, not two as the Council of Regents claims, since funds are provided by the government. Minister of Colleges and Universities Sean Conway has "washed his hands" of the issue, he said.

Grace Jutzi, who teaches at the Guelph campus, said that in spite of the government's refusal to enter the dispute, "They're pulling the strings of the other teams."

## Strike causes staff layoffs

By Sharon Slater

Conestoga College students and faculty aren't the only ones affected by the faculty strike. Beaver Foods Ltd. has laid off 28 workers until the strike ends.

Jackie Van-Trigt, manager for Beaver Foods, said she felt awful about the layoff but the strike made it necessary. Only two people are working the cafeteria area while a chef and Van-Trigt's assistant manager make up the kitchen staff. The operating hours for the cafeteria have not changed but the grill and hot food buffet now close at 1:00 p.m., instead of 2:00 p.m.

"We have cut down on the assortment of food, because there are no people here to sell to," Van-Trigt said.

The cafeteria usually prepared approximately 300 meals a day, but with the strike, that has been cut to less than half the usual amount. The deli bar was closed down Oct. 20 because of lack of sales.

Dooners, the cafeteria in the technology wing, has also been shut down while food for the Detweiler Centre will not be prepared until the strike is over.

Van-Trigt is concerned because some of her staff can't be without a job for long. She explained she has already lost a very good

employee to another job, even though the layoff is temporary. Some of Van-Trigt's employees have been with her 15 years, and although she feels bad about laying them off, she defended the cutbacks as essential.

"I can only hope that after the strike, my people will return to work, but they will never make up for the lost wages," she said.

If the strike continues, Van-Trigt said she will be forced to implement further cutbacks and that may mean laying off the two staff members she still has working.

Van-Trigt doesn't think her people will harbor any resentment against the teachers for the strike.

### Editor's note

A catch-line on a front page photo in last week's Spoke seems to have been offensive to some readers. Before it appeared in Spoke, the associate editor contacted security supervisor Bob Gilberds and he approved the catch-line content.

### Correction

A story in last week's Spoke was edited to read that students attending a rally at Queen's Park jumped barricades when in fact they turned and walked away from the barricades. The Spoke editors apologize to reporter Alan Elliott for this error.

## Remembrance Day Tree Planting Ceremony

Friday Nov 10,

at

11:00 a.m.,

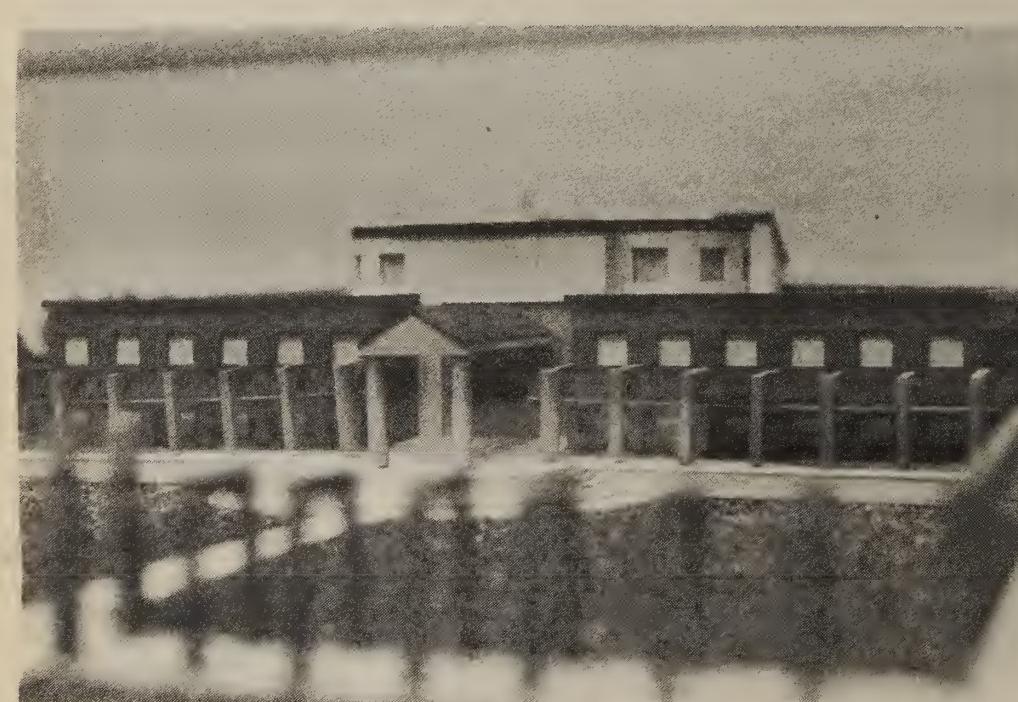
Outside the main cafeteria

PLEASE ATTEND AND SHOW YOUR SUPPORT



Wear a poppy in Remembrance!

Poppies available at the DSA activities office



## Taj Mahal

Preliminary designs for the new \$3.7-million administration building were submitted by local architectural firms. David Putt, director of physical resources, said the decision would be made Nov. 2. He said they should be able to build according to the model but it was not a guarantee as the functionality and cost of maintaining the building would be important factors. All designs were within Conestoga's construction budget.  
(Photos by Brian Shypula/Spoke)

## Refund discussions premature: Wright

By Alan Elliott

With the deadline for tuition refunds long past, some college students are wondering whether the refund policy will be altered in the event of a lengthy faculty strike.

Students who began this semester had until Sept. 18 to drop courses or programs and still be entitled to refunds.

Peter Wright, director of the college affairs branch of the ministry of education, said colleges have individual policies on refunds, but that under extraordinary circumstances they may ask the ministry to form a common policy.

Wright called it premature to discuss refunds and said the ministry is not assuming the strike will last long.

Bill Cruden, the president of St. Lawrence College in Brockville, said he hopes students will be patient and make the best of their time in self-directed study but, likely some will seek refunds.

Cruden, who is chairperson of the college bargaining team in the current dispute, said instructions concerning refunds would be province wide from the ministry.

Cruden said the colleges have set up a task force to identify the problems the time off will cause for individual programs, and to help co-ordinators make adjustments after the strike to provide students with a full year of instruction.

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## Free Nooner

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**Monday November 6**



**11:30 a.m.**

**IN THE DOON CAFETERIA**

**\*Nooner will be cancelled if  
the faculty strike continues!**

# Surf's up, thanks to DSA

By Nancy Medeiros

The faculty strike may be keeping most students at home, but it is not keeping the Doon Student Association from planning activities.

Bingeman Park Lodge will be the site for a pub sponsored by Canada Cooler Nov. 9, whether the strike is over or not. The night's theme will be "Surfin' DSA" featuring the Much Music video dance party. No advance tickets will be sold. Admission is \$3 for Conestoga students and \$5 for non-Conestoga students.

The second annual muscle contest will be held at the pub, as well as a Beach Boys' impersonation contest where contestants can sing song lyrics provided by the association.

A draw for a free trip to Puerto Plata, Dominican Republic will also be held.

The association believes students still want a social function to look forward to despite the strike. "I still think students are looking for something to do. We don't want them to lose spirit in the school," said Cheryl Davenport, association activities co-ordinator.

The Oct. 25 nooner featuring Mark Carbone has been rescheduled for Nov. 13. The association plans to go ahead with a nooner scheduled for Nov. 6 featuring A.J. Jamal. If the strike continues, both nooners will be rescheduled.

Despite the threat of March Break being cancelled, the association will still offer trips to Puerto Plata and Mont Ste. Anne, Quebec. Davenport said students have expressed interest and she wants them made available to students.

Davenport said she will try to pick up on the United Way campaign that began prior to the strike, but if the walk-out continues the campaign will end.

tons and posters were handed out throughout the night.

James Hamilton, first-year law and security student, won best male costume for his original and outrageous alien attire. First-year student Sharon Lloyd won the prize for the best female costume dressed as Raggedy Anne.

Both Hamilton and Lloyd received identification bracelets valued at about \$70 each.

The banquet committee hosts three parties throughout the year to raise money for the program's banquet held in April. Chocolate-covered almonds and bars are also sold by students to raise money for this purpose.

Other theme parties include Christmas party and a "fun in the sun" party held in March.

Molson Canadian t-shirts, but-

Darren Barbas, first-year LASA student, shows what a great time he's having at the LASA Halloween party.  
(Photo by Nancy Medeiros/Spoke)

## Monster mash a smash

By Nancy Medeiros

Road signs, Chernobyl melt-down victims, gang members and even Robin Hood came out for a night of ghoulish fun at the law and security administration Halloween party.

About 125 law and security students and their friends attended the party held at the Canadian Auto Workers hall on Wabanaki Drive Oct. 27.

The faculty strike did not keep the good-natured crowd from having fun. At first, law and security banquet committee president Stella Medeiros was concerned about a poor turnout because of the strike, but fears were put to rest when the hall filled to near capacity.

Molson Canadian t-shirts, but-

## Heavy metal chord struck during strike

By Lisa Shiels

A group of first-year broadcasting - radio and television students have decided to learn about video equipment by working on their own projects during the faculty strike.

Mike Coughlan learned about the equipment with Jeff Hodson and Steve Roth while other students watched the production of the show in the television studio.

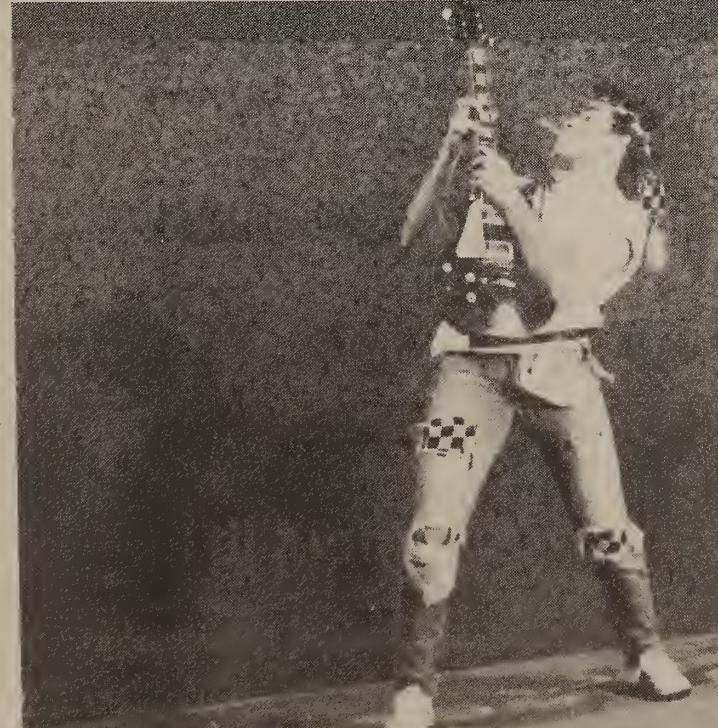
"While the strike is on, we decided to take advantage of the opportunity to do our own projects," Hodson said. "It is a good way to learn about the equipment at our own time."

Their first project, called The Metal Mike Show, was just for fun.

The group has dreams of their show being viewed in the cafeteria and the lounge, but it is only in the idea stage now. The opening of the show has Metal Mike playing guitar in front of an image of a set of drums with music in the background.

The production is a heavy metal variety show "for serious metallers only," Coughlan said.

After several preliminary takes the group decided which one they liked best. From here they plan to



Metal Mike, played by Mike Coughlan, belts out a tune for the taping of his show.

(Photo by Lisa Shiels/Spoke)

video the variety show itself. If the show is ever shown outside the classroom, students want to audition real metal bands.

"The main thing is what we learned about the equipment and it was actually a lot of fun," said Coughlan.

Between \$100 and \$150 was raised before interest in the strike grew and campus support faded. The initial target was \$500.

For the first time ever, the association is planning a Mark's Work Wearhouse fashion show to be held in the cafeteria Nov. 15. Like the nooner, it will be re-

scheduled if the strike continues.

The show, hosted by assistant pub manager Rick Campbell, will feature association members modelling ski-wear.

A raffle will be held for a free trip to the Quebec Winter Carnival and a solar fleece jacket donated by Mark's Work Wearhouse.

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Susana Fortis at ext. 474

# Fletcher looks for new challenges

By Sharon Slater

Jack Fletcher, the new manager of counselling and academic support services, wants to take time to meet everybody and settle in at his new job before he sets any definite goals for himself.

Fletcher, a native of London, Ont. received an honours degree in physical education at the University of Western Ontario and taught at a high school in London for two years.

"I was one of the first 'Welcome Back Kotter' teachers," said Fletcher who had been a student

there at one time.

From there he taught English and physical education for six years at Ottawa Technical High School.

He took his masters degree at the University of Ottawa and started working at Fanshawe College in London as a counsellor. He was also involved in an international project that enables students from other countries to be educated in Canada.

Fletcher left Fanshawe and took a position as manager of the student development program at Georgian College in Toronto. He stayed there for six years but felt

now was the time for a change.

"I need new challenges in my career," he said. "I not only bring a lot to a new position, but I also learn a lot."

Fletcher feels there are some excellent services for Conestoga students. He said he wants to be in the position to continue these services and expand upon them.

"The bottom line is the students. I have a slogan that I've used at other colleges, and I think it is a good one: 'Student Services for Student Success.'"

Fletcher said he wants student services to provide as many oppor-

tunities as they can for students to succeed.

His duties will include counsellors across the campuses, academic assessment, special needs and peer services.

Even though Fletcher is working with student services, his office is located in the administration building at the Doon campus.

"It is a place to hang my hat," said Fletcher. "If I stayed in my office I wouldn't know what is going on, and I want to be where the action is. The student services office is where the students are."

## Program creates job opportunities for refugees

By Alan Elliott

Students from Waterloo campus's Project Mainstream, many of whom are refugees from politically troubled countries, are trying out their newly acquired English skills in the work force.

The English as a second language program includes social awareness, on-the-job English and, since it was designed to launch immigrants into the work force, ends with a six-week job placement in October. More than half of the 64-member class already has fulltime work.

During the eight months of instruction, students are sent on job shadows, spending a day or two at a company to learn more about an occupation. Many hold licences or certificates from their homelands, and want to find how standards in Canada differ.

Joy Oldfield, the work placement officer for the program, said the job shadows help individuals decide whether to continue in a

field or not and expose them to a variety of areas. They also receive written remarks from employers to use as job references.

Oldfield said the job placement opens the possibility for an employer to see that, "with a little help this person can do it," when just walking in off the street and applying may prove fruitless.

Margaret Zachara, who supervised a hospital laboratory before leaving Poland 2 1/2 years ago, is working in the lab at Manitou Animal Hospital in Kitchener. Work in a hospital here would require Canadian licensing.

Alicja Lech's placement at Canada Trust, she finds, is a little more difficult than her job in a bank in Poland because of the more widespread use of computers. She says she may take a computer course. Her husband, Jerzy, a carpenter, says of work at Pioneer Craftsmen, "For me, everything is new," referring to differences between European and North American styles.

Pedro Cordova Mendoza, working as a bricklayer with Bond Masonry of New Hamburg, said one difference on the job here is taking breaks at a designated time.

In El Salvador, breaks take place sporadically, usually when wives show up with snacks and beverage.

On the last day of his placement he said to his boss, "Hey man, I'm

looking for a job," and, when asked why, answered, "Cause it's my last day."

The boss told him not to worry. He already had a job.

Conestoga College's

## Surfin' DSA Beach Bash

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Age of majority required



A presentation of

**Canada  
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Jack Fletcher



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### LASA CHOCOLATE DRIVE

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### Peer Tutoring Quiz

Check boxes that apply

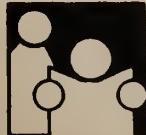
\*Feeling lost during lecture

\*Struggling with homework

\*Poor test results

If you have  all of the above, you could benefit from tutoring.

\$7 for 5 hours of course specific tutoring.  
Apply at Student Services.



**PEER  
TUTORING**

# SPORTS



Coach Humphrey participates in a warm-up drill at a varsity women's basketball practice.

(Photo by Mike Matthews/Spoke)

## Humphrey optimistic

By Mike Matthews

The women's varsity basketball team has been outscored by wide margins in both their exhibition games, but new head coach Fred Humphrey remains optimistic about the coming season.

"The team is starting to look good. Although we've lost twice to Mohawk, in the second half of our last game we outscored them by a point," said Humphrey.

Mohawk beat Conestoga 70-24 in their first meeting and 60-19 in their second game.

This is Humphrey's first season coaching basketball, after having refereed high school basketball for 12 years.

Rates for classified ads are \$2 for 20 words or less and 20 cents per word after that. Ads must be paid by cash at the time of submission.

## Squash League

Looking for players while the strike continues

Interested staff or students can register at the Recreation Centre at the Doon campus or contact

Barb McCauley  
748-3512  
Ext. 386

"We've got some skilled basketball players on the team and the players are starting to work together as a unit," said Humphrey, adding the team has two more weeks to practise before their first league game.

## Athletes of the week



Tracy Sneddon

Tracy Sneddon, of the women's basketball squad was the top Condor scorer at last Tuesday's game against Mohawk. She is a native of Kitchener and a student in the law and security administration program.



Dean Darrigan

Dean Darrigan was a standout in the Condor victory over the University of Buffalo last week, earning three assists. He is currently enrolled in the third year of the business administration-marketing program at the Doon campus.



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## Condors 3-1-1 in pre-season

By Mike Matthews

The varsity men's hockey team closed out their five game exhibition schedule with a record of 3-1-1 after posting a 6-2 victory over the University of Buffalo Oct. 25. Both coach Scott Long and his players are looking forward to the upcoming season.

"With the way the pre-season has gone and the guys getting used to what winning feels like, the attitude on the team has been pretty positive of late," Long said.

This season, the Condors want to cut down on their penalty minutes, as well as establish a more-balanced scoring attack "so that we're not relying on one or two lines to carry the burden," said Long. "And so far we've been successful."

The team averaged 45 penalty minutes a game last year and have cut that to an average of less than 30 minutes thus far. The scoring attack has also been more balanced, with only two players going pointless through the pre-season.

In their five exhibition games, Conestoga beat Niagara College once and the University of Buffalo twice, while recording a loss and a tie against Sheridan College.

"Sheridan is strong in hockey every year. Niagara won the

league last season and Buffalo can play some pretty good hockey, so we had a challenging pre-season and faired pretty well," Long said.

With six players returning from last year's squad, Long expects Conestoga to be one of the stronger teams in the league this season. He figures the more-balanced scoring attack coupled with the team's solid goaltending will allow the Condors to do well.

Long pointed out the team's defensive play still needs some work. "We scored 28 goals in our five exhibitions but allowed 24 goals against. If we can tighten things up in our own end we'll be okay."

Conestoga's special teams were effective in the pre-season, as they produced 12 power play and one short-handed goal.

Following the Brockport State invitational tournament Nov. 3-4 and games in Rochester, N.Y. the next weekend, the Condors' home opener is Nov. 15 against Niagara College.

## Recycle this paper

Boxes for recycling fine paper and newsprint have been placed in strategic locations around campus. Please use them.

## Conestoga College Job Notice

POSITION: REFORESTATION EMPLOYMENT OPPORTUNITY - SUMMER

DESCRIPTION: 100 positions available. Please contact your local Canada Employment Centre to investigate your eligibility for travel subsidies. Prefer non-smokers who are honest, dependable, and physically fit. Will be planting trees in areas such as Sault Ste. Marie, Thunder Bay, Timmins, Wawa, Chapleau and Kirkland Lake. All transportation is provided at no cost for all employees from Southern Ontario. Will be living in housekeeping cottages equipped with bedding, cooking utensils, and showers at a rate of \$9.00 - \$1500 per person. After initial training, planters earn between \$80 - \$130.00 a day. In addition to salary, there is a bonus system for perfect attendance and high quality planting; this bonus may cover up to 70% of your accommodation costs described above. Excellent training program provided. Will provide letters of reference for students who satisfactorily complete their summer program.

EMPLOYER: UPPER CANADA FORESTRY CONSULTING LTD.

ADDRESS: 22 Stanley St., St. Catherines Ontario, L2M 1S6

PHONE: 416-934-5026

CONTACT: Bill Hall

PROGRAM: ANY INTERESTED

DATE/JOB: October 19, 1989. - #S001

INSTRUCTIONS: Please submit resume and application to employer before December 1, 1989. Early replies will be given priority. Applications and more information are available in Placemnet Services P #8, or your student services department.

# Conestoga aims to increase retention rate

By Brian Shypula

Conestoga College administration is aiming to improve last year's 5.2 per cent increase in enrollment by increasing the probability of students completing their programs.

"We have a re-committal of the college community to the success of individual students at school," said Bill Cleminson, the college's director of student services.

"Last year's increase was the result of a lot of people working a lot harder to help students," he said in explaining the role retention played in increasing Conestoga's enrollment 5.2 per cent.

The game plan for improving retention comes from a new, six-point strategy devised by a retention task force, made up of college

staff and Frank Abel, an educational consultant.

The first point involves defining the term retention, which is now measured by the individual student's success in a program of choice, rather than the number of students continuing to the second year of a program.

Nevertheless, an average retention rate for the college is still calculated. Approximately 71 per cent of Conestoga students complete their programs.

The retention task force has identified programs with below-average retention rates in an effort to improve them. Cleminson explained improving the weaker programs will drive the entire average up.

The task force can identify programs with retention trouble through a system of questionnaires

filled out by all students entering Conestoga or leaving their program before completion.

The surveys have allowed the task force to create a data base. From the information in these files, the task force has the ability to predict a given student's likelihood of completing a specific program and what grades will be earned. The information is based upon students entering college under the same circumstances as the student in question. For example, the administration has some idea of the probability of a mature student, single parent completing his or her program.

Cleminson explained that by knowing what problems could confront these students in advance, administration could be better suited to deal with them or even try to prevent them.

Some systems to deal with this have already been implemented under the new plan. One example is the introduction of coaches for certain programs. The coaches act as a cross between a teacher and counsellor, listening to and trying to help students overcome both academic and personal problems. This contact with the students allows the coaches to act as a "short feedback loop," giving advice back to students very quickly.

Another aspect of the new plan has been an effort to identify strong programs and make a checklist of what makes them successful. Weaker programs can then be compared to the checklist to see what they are missing.

A problem the task force has identified is the promotion of students failing courses.

Cleminson said students failing

first-year courses who are allowed to proceed with a full timetable of second-year courses plus the subjects to make up doesn't make any sense.

Cleminson said the effort to improve retention has to be made from all college staff; from teachers to technicians repairing computer terminals to receptionists answering calls from potential students.

If the college can achieve this, "I honestly believe it's a win-win situation," said Cleminson explaining students win because the college is behind them and if the students succeed, then the staff has succeeded.

Conestoga will also benefit from increased retention in a practical manner, he said. If retention increases, the amount of provincial funding increases.

## Peer tutors still active

Sharon Slater

Students at Conestoga College will be relieved to know that, in spite of the teachers' strike, it's business as usual in student services.

According to Jo-Anne Morgan, co-ordinator for peer tutoring, there are 80 peer tutors employed by the college and many are still available to tutor during the strike.

"Lots of students are coming in and applying for tutors, and tutors who live in town are still available to teach students who are having difficulty," Morgan said.

She feels this is a good time for anyone having difficulty to catch up with some work.

Morgan said it is difficult to guess how many students will be behind because of the strike.

"It depends on how the students use this time. If they are in Barbados during the strike and don't take a book with them, they are

going to be behind," she said.

Morgan said the tutors are taking an active role in keeping in touch with these students.

"They are calling their students to let them know they can still get tutoring and they are encouraging them to use the time effectively."

Morgan said that although the tutoring program is working well, more tutors are unlikely to be hired after the strike.

Morgan plans to include a message on the next facts sheet that the tutoring services are still operating during the strike. She was prompted to do this by student inquiries on the strike hotline and calls directly to student services about the availability of tutors. She is also hoping the information will be spread by word of mouth.

Morgan will be phoning students, who had scheduled appointments before the strike, to remind them they can still come in for their lessons.

## A Conestoga premiere: College on leading edge of videodisc training

By Lisa Shiels

People who want to upgrade their education will no longer have to leave work to attend a class, thanks to interactive videodisc training.

Applied Learning Canada has signed a three-year contract with Conestoga College to implement the system, which is set up at the employer-centred training department. The employer can either send the employees to employer-centred training to use their facilities or set up a work station at the workplace.

Conestoga College is the first college in Canada to have the new educational method. Seventy-one

courses are offered in the format and more are being developed. The courses cover industrial skills, personal computing, literacy and human resource development.

The \$250,000 system's learning station combines a keyboard, a personal computer, a videodisc player and a high-resolution touch monitor.

Students don't have to know anything about computers because the program is menu-driven and is activated by touching the screen.

"The program was created because employers couldn't get enough people off the shift so they could take a course," said Vicki Keller, co-ordinator of the Interac-

tive Training Centre.

With this system, courses can be taken during breaks and after hours.

At the end of each session, students can see their marks but no one else can access them. Employers can track students' marks and the computer records top marks. If the students don't do well on the final exam, the computer will show them where to go back and study.

Everything is done at the students' pace, Keller said.

"Surveys have shown that with interactive videodisc training, the student takes less time to complete the course and in the end retains more information," said Keller.

## Free Nooner

with

## Mike Carbone

Monday November 13

at

11:30 a. m.

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\*Nooner will be cancelled  
if the faculty strike

continues



## THIS WEEK!

October 30 - Nov. 3

Grad Photos Due to the Strike  
Activities Questionnaire Pub Ticket  
WINNERS

Michelle Godin  
Merv Tilbery  
Shelly Kitchen

Pick up your tickets before the next pub  
Oct. 30 - Nov 10

Poppies for Remembrance Day will be sold from  
the DSA Activities office.

Nov 10

Remembrance Day Tree Planting Ceremony  
outside the Doon Cafeteria at 11 a.m.

During the strike, the DSA Activities and  
Administration Office will remain open!  
For information and tickets contact the DSA Ac-  
tivities office in the cafeteria 748-5131